MASS RETAILERS' EXECUTIVE PERQUISITE REPORT

1987

International Mass Retail Association

International Mass Retail Association

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EXECUTIVE PERQUISITE REPORT

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International Mass Retail Association

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INTRODUCTION

The International Mass Retail Association is pleased to present the results of our SIXTH EXECUTIVE PERQUISITE SURVEY.

This year, IMRA again had a remarkable response to the questionnaire with more than 83% of IMRA's retail membership participating in the survey. Because of the excellent response, we believe that the survey accurately reflects those benefits which are typical in the industry.

As contrasted with our last survey in 1985, there appears to be a further "flattening" of benefits with the exception of medical benefits of all kinds which have greatly increased; not only in the traditional areas of hospitalization plans, but also in the area of dental, optical and prescription drug plans. The area of paid physical exams for all levels has also increased.

Assistance to the employees family, either through tuition reimbursement, merchandise discounts, legal and tax counseling would seem to indicate a more common concern for maintaining valued employees within the organization.

Vacations have also been gradually extended to many companies offering five weeks paid vacation after shorter periods of time.

In order to make this survey as easy to use as possible, the results are presented in the same format as the questionnaire. This enables the reader to see at a glance exactly what percentage of stores offer the benefit to which level of employee. (Those figures in parenthesis are those from the FIFTH SURVEY).

All sections are clearly identified as to which level of employee to which they respond. - PLEASE NOTE: Section V deals with all levels of executives (except where indicated).

The PERQUISITE SURVEY is compiled in alternate years with the IMRA COMPENSATION SURVEY compiled on a yearly basis.

All percentages under 5% are statistically "eliminated" due to limited responses.

The Association appreciates the participation of the membership in this survey and would appreciate any comments which would make this survey more beneficial to the membership.

Richard I. Hersh
President
International Mass Retail Association

October 1987

SECTION ONE

HEADQUARTERS MANAGEMENT

HOME OFFICE/HEADQUARTERS MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	CEO/President Level I	Company Officials Level II	Senior Management Level III	General Management Level IV
1) Company paid medical coverage for an executive (complete or partial)	(95%) 86%	(78%) 83%	(70%) 78%	(65%) 73%
2) Company paid medical coverage for an executive and his or her family (complete or partial)	(70%) 74%	(65%) 74%	(56%) 65%	(56%) 58%
3) Dental insurance	(35%) 72%	(35%) 72%	(35%) 70%	(35%) 70%
4) Company paid dental insurance	(33%) 58%	(19%) 58%	(17%) 47%	(14%) 40%
5) Medical or dental reimbursement with prescribed maximum limit	(41%) 50%	(35%) 48%	(35%) 46%	(35%) 44%
6) Prescription drug plan	(55%) 55%	(53%) 55%	(51%) 49%	(50%) 49%
7) Physical examinations at the company's expense	(78%) 85%	(63%) 85%	(37%) 73%	(28%) 31%
8) Optical plan	(20%) 33%	(20%) 31%	(18%) 29%	(17%) 22%
9) Short-term disability/wage continuation	(85%) 88%	(83%) 90%	(80%) 88%	(80%) 90%
10) Long Term disability insurance	(90%) 94%	(90%) 96%	(85%) 91%	(75%) 88%
11) Company paid supplemental executive life insurance	(60%) 85%	(50%) 73%	(53%) 68%	(52%) 44%
12) Executive common carrier accidental insurance	(86%) 80%	(80%) 82%	(75%) 77%	(75%) 68%

HOME OFFICE/HEADQUARTERS MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	CEO/President Level I	Company Officials Level II	Senior Management Level III	General Management Level IV
*13) Company paid leave of absences - personal reasons	(38%) 31%	(38%) 31%	(27%) 31%	(26%) 31%
14) Sabbaticals with pay	(4%) 2%	(4%) 2%	(4%) 2%	(4%) 2%
15) Bonus vacation pay, in addition to the normal salary	(8%) 10%	(6%) 4%	(5%) 4%	(-0-) 2%
16) Vacation pay in lieu of time off	(14%) 4%	(12%) 4%	(10%) 2%	(10%) 2%
*17) Compensatory time/compensation for holidays worked	(22%) 22%	(22%) 18%	(18%) 18%	(14%) 12%
*18) Compensatory time/compensation for Sundays worked	(2%) 6%	(2%) 6%	(2%) 6%	(2%) 6%
19) Interest free loans	(10%) 18%	(8%) 13%	(6%) 12%	(6%) 6%
20) Low interest loans	(5%) 9%	(5%) 11%	(5%) 14%	(5%) 11%
21) Executive personal fiduciary insurance	(31%) 9%	(18%) 9%	(9%) 4%	(2%) 2%
22) Free financial counseling	(18%) 35%	(16%) 31%	(8%) 8%	(6%) 4%
23) Free tax counseling	(15%) 38%	(12%) 33%	(2%) 4%	(2%) 2%
24) Free legal counseling	(18%) 31%	(15%) 33%	(9%) 28%	(4%) 8%

*Often not written policy

HOME OFFICE/HEADQUARTERS MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	CEO/President Level I	Company Officials Level II	Senior Management Level III	General Management Level IV
25) Assumption of liability for any financial loss from sale of a transferred executive's primary home	(42%) 31%	(33%) 33%	(31%) 27%	(24%) 9%
26) Stock options	(67%) 67%	(60%) 70%	(41%) 49%	(23%) 41%
27) Performance shares	(8%) 25%	(8%) 22%	(6%) 11%	(2%) 9%
28) Stock purchasing plan	(31%) 25%	(31%) 25%	(26%) 25%	(25%) 25%
29) ESOPS	(31%) 13%	(33%) 13%	(31%) 13%	(31%) 13%
30) Profit sharing	(47%) 55%	(45%) 58%	(40%) 58%	(40%) 55%
31) Deferred compensation	(18%) 53%	(16%) 48%	(12%) 40%	(6%) 29%
32) Employment contracts	(31%) 48%	(38%) 33%	(7%) 2%	(2%) 2%
33) Pension plan	(51%) 70%	(51%) 72%	(51%) 78%	(51%) 78%
34) Supplemental retirement income	(18%) 38%	(15%) 31%	(9%) 11%	(9%) 6%
35) Relocation bonus payments (non-salary) for relocated executives	(26%) 29%	(26%) 29%	(18%) 29%	(12%) 15%
36) Merchandise discount plan	(70%) 88%	(70%) 88%	(66%) 88%	(66%) 88%

*Often based on vesting schedule

HOME OFFICE/HEADQUARTERS MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	CEO/President Level I	Company Officials Level II	Senior Management Level III	General Management Level IV
37) Merchandise discount plan above and beyond normal provisions	(16%) 33%	(16%) 31%	(12%) 20%	(12%) 9%
38) Tuition reimbursement (some on case by case basis)	(42%) 70%	(39%) 78%	(45%) 85%	(43%) 85%
39) Educational scholarships/grants for dependent children	(5%) 31%	(5%) 31%	(5%) 31%	(5%) 31%
40) Company car - business travel	(86%) 92%	(80%) 90%	(33%) 33%	(19%) 18%
41) Company car - personal use	(72%) 86%	(68%) 83%	(20%) 36%	(7%) 12%
42) Reserved parking space	(91%) 70%	(74%) 59%	(36%) 35%	(18%) 30%
43) First class air travel - business use (some allow over 3 hours)	(30%) 33%	(28%) 27%	(-0-) 5%	(-0-) 2%
44) Spouse allowed to accompany executive on business trips	(31%) 37%	(27%) 29%	(3%) 7%	(3%) -0-
45) Company credit cards for traveling executives	(73%) 82%	(73%) 71%	(31%) 71%	(17%) 58%
46) Apartment or condominium reserved for executives traveling in major cities	(8%) 2%	(8%) -0-	(3%) -0-	(-0-) -0-
47) Executive dining facility	(6%) 15%	(3%) 11%	(-0-) 4%	(-0-) 4%
48) Company phones in executive's home	(19%) 11%	(11%) 4%	(-0-) -0-	(-0-) -0-

HOME OFFICE/HEADQUARTERS MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	CEO/President Level I	Company Officials Level II	Senior Management Level III	General Management Level IV
49) Club membership fees	(22%) 33%	(17%) 13%	(6%) 2%	(-0-) -0-
50) Free use of company owned resort facilities	(3%) 4%	(3%) 2%	(-0-) 2%	(-0-) 2%
51) Company paid chauffeur - business travel	(10%) 6%	(4%) 4%	(-0-) -0-	(-0-) -0-
52) Company aircraft - business travel	(29%) 44%	(24%) 44%	(18%) 29%	(12%) 27%

SECTION TWO

MERCHANDISING MANAGEMENT

MERCHANDISING MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Merchandising Executives	General Merchandise Managers	Category Merchandise Managers	Buyers
1) Company paid medical coverage for an executive (complete or partial)	(82%) 82%	(78%) 78%	(76%) 76%	(76%) 75%
2) Company paid medical coverage for an executive and his or her family (complete or partial)	(53%) 69%	(53%) 60%	(47%) 57%	(47%) 53%
3) Dental insurance	(35%) 69%	(35%) 67%	(35%) 69%	(35%) 71%
4) Company paid dental insurance	(17%) 47%	(16%) 44%	(15%) 42%	(12%) 40%
5) Medical or dental reimbursement with prescribed maximum limit	(38%) 40%	(27%) 38%	(25%) 35%	(22%) 35%
6) Prescription drug plan	(35%) 69%	(35%) 67%	(30%) 67%	(30%) 68%
7) Physical examinations at the company's expense	(40%) 51%	(33%) 50%	(28%) 32%	(20%) 28%
8) Optical plan	(12%) 30%	(12%) 28%	(12%) 19%	(12%) 21%
9) Short-term disability/wage continuation	(68%) 86%	(66%) 85%	(66%) 86%	(66%) 86%
10) Long Term disability insurance	(71%) 91%	(63%) 88%	(60%) 92%	(55%) 94%
11) Company paid supplemental executive life insurance	(36%) 52%	(31%) 48%	(31%) 46%	(28%) 41%
12) Executive common carrier accidental insurance	(52%) 78%	(55%) 75%	(47%) 75%	(53%) 77%

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Merchandising Executives	General Merchandise Managers	Category Merchandise Managers	Buyers
*13) Company paid leave of absences - personal reasons	(22%) 29%	(20%) 27%	(20%) 27%	(20%) 27%
14) Sabbaticals with pay	(-0-) 2%	(-0-) 2%	(-0-) 2%	(-0-) 2%
15) Bonus vacation pay, in addition to the normal salary	(7%) 2%	(4%) 2%	(-0-) 2%	(-0-) 2%
16) Vacation pay in lieu of time off	(9%) 7%	(9%) 5%	(9%) 5%	(9%) 5%
*17) Compensatory time/compensation for holidays worked	(11%) 15%	(12%) 13%	(11%) 15%	(8%) 15%
*18) Compensatory time/compensation for Sundays worked	(4%) 6%	(2%) 6%	(2%) 6%	(2%) 6%
19) Interest free loans	(5%) 12%	(2%) 9%	(2%) 4%	(2%) 6%
20) Low interest loans	(5%) 12%	(2%) 9%	(2%) 14%	(2%) 12%
21) Executive personal fiduciary insurance	(-0-) 2%	(-0-) 4%	(-0-) 2%	(-0-) 2%
22) Free financial counseling	(5%) 13%	(-0-) 9%	(-0-) 4%	(-0-) 4%
23) Free tax counseling	(11%) 13%	(7%) 6%	(-0-) 4%	(-0-) 4%
24) Free legal counseling	(9%) 2%	(8%) 2%	(-0-) 2%	(-0-) 2%

*Often not written policy

MERCHANDISING MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Merchandising Executives	General Merchandise Managers	Category Merchandise Managers	Buyers
25) Assumption of liability for any financial loss from sale of a transferred executive's primary home	(17%) 15%	(17%) 13%	(11%) 11%	(11%) 9%
26) Stock options	(35%) 52%	(30%) 50%	(28%) 52%	(28%) 52%
27) Performance shares	(2%) 15%	(2%) 13%	(-0-) 9%	(-0-) 9%
28) Stock purchasing plan	(18%) 29%	(16%) 27%	(12%) 31%	(12%) 31%
29) ESOPS	(31%) 13%	(33%) 12%	(26%) 13%	(31%) 13%
30) Profit sharing	(42%) 46%	(42%) 49%	(40%) 55%	(38%) 55%
31) Deferred compensation	(18%) 46%	(6%) 41%	(4%) 38%	(4%) 27%
32) Employment contracts	(11%) 18%	(6%) 8%	(5%) 2%	(5%) 2%
33) Pension plan	(51%) 81%	(51%) 81%	(51%) 77%	(51%) 77%
34) Supplemental retirement income	(18%) 13%	(11%) 9%	(9%) 12%	(5%) 6%
35) Relocation bonus payments (non-salary) for relocated executives	(18%) 15%	(15%) 27%	(14%) 27%	(9%) 15%
36) Merchandise discount plan	(73%) 85%	(70%) 83%	(72%) 86%	(79%) 88%

*Ufter based on vesting schedule

MERCHANDISING MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Merchandising Executives	General Merchandise Managers	Category Merchandise Managers	Buyers
37) Merchandise discount plan above and beyond normal provisions	(9%) 18%	(8%) 13%	(8%) 13%	(6%) 8%
38) Tuition reimbursement (some on case by case basis)	(41%) 72%	(41%) 70%	(39%) 74%	(47%) 77%
39) Educational scholarships/grants for dependent children	(9%) 29%	(6%) 31%	(-0-) 31%	(-0-) 31%
40) Company car - business travel	(53%) 63%	(26%) 46%	(13%) 31%	(5%) 13%
41) Company car - personal use	(36%) 69%	(17%) 40%	(9%) 15%	(-0-) 4%
42) Reserved parking space	(31%) 42%	(23%) 40%	(13%) 27%	(8%) 18%
43) First class air travel - business use (some allow over 3 hours)	(9%) 12%	(2%) 5%	(3%) -0-	(3%) -0-
44) Spouse allowed to accompany executive on business trips	(14%) 7%	(4%) -0-	(2%) 2%	(2%) -0-
45) Company credit cards for traveling executives	(49%) 46%	(41%) 29%	(33%) 33%	(29%) 29%
46) Apartment or condominium reserved for executives traveling in major cities	(12%) -0-	(-0-) -0-	(-0-) -0-	(-0-) -0-
47) Executive dining facility	(2%) 9%	(-0-) 4%	(-0-) 4%	(-0-) 4%
48) Company phones in executive's home	(6%) 2%	(2%) 2%	(-0-) -0-	(-0-) -0-

MERCHANDISE MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Merchandising Executives	General Merchandise Managers	Category Merchandise Managers	Buyers
49) **Club membership fees**	(7%) 5%	(-0-) -0-	(-0-) -0-	(-0-) -0-
50) **Free use of company owned resort facilities**	(3%) 2%	(-0-) 2%	(-0-) 2%	(-0-) 2%
51) **Company paid chauffeur - business travel**	(-0-) 2%	(-0-) -0-	(-0-) -0-	(-0-) -0-
52) **Company aircraft - business travel**	(23%) 31%	(16%) 27%	(14%) 27%	(12%) 27%

SECTION THREE

FIELD MANAGEMENT

FIELD MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Regional Manager	All Other Field Managers		
1) Company paid medical coverage for an executive (complete or partial)	(78%) 82%	(78%) 75%		
2) Company paid medical coverage for an executive and his or her family (complete or partial)	(53%) 60%	(50%) 55%		
3) Dental insurance	(28%) 69%	(26%) 65%		
4) Company paid dental insurance	(18%) 53%	(16%) 47%		
5) Medical or dental reimbursement with prescribed maximum limit	(20%) 35%	(21%) 33%		
6) Prescription drug plan	(28%) 60%	(28%) 57%		
7) Physical examinations at the company's expense	(31%) 50%	(30%) 48%		
8) Optical plan	(15%) 28%	(15%) 19%		
9) Short-term disability/wage continuation	(58%) 85%	(56%) 85%		
10) Long Term disability insurance	(66%) 89%	(60%) 89%		
11) Company paid supplemental executive life insurance	(31%) 50%	(21%) 43%		
12) Executive common carrier accidental insurance	(38%) 47%	(42%) 42%		

FIELD MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Regional Manager	All Other Field Managers		
*13) Company paid leave of absences - personal reasons	(9%) 12%	(7%) 15%		
14) Sabbaticals with pay	(-0-) 2%	(-0-) 2%		
15) Bonus vacation pay, in addition to the normal salary	(-0-) 2%	(-0-) 2%		
16) Vacation pay in lieu of time off	(5%) 4%	(9%) 4%		
*17) Compensatory time/compensation for holidays worked	(11%) 13%	(11%) 13%		
*18) Compensatory time/compensation for Sundays worked	(-0-) 4%	(-0-) 4%		
19) Interest free loans	(2%) 12%	(2%) 4%		
20) Low interest loans	(2%) 12%	(2%) 12%		
21) Executive personal fiduciary insurance	(-0-) 2%	(-0-) 2%		
22) Free financial counseling	(2%) 6%	(-0-) 4%		
23) Free tax counseling	(-0-) 9%	(-0-) 4%		
24) Free legal counseling	(6%) 2%	(6%) 2%		

*Often not written policy

FIELD MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Regional Manager	All Other Field Managers		
25) Assumption of liability for any financial loss from sale of a transferred executive's primary home	(26%) 15%	(18%) 9%		
26) Stock options	(28%) 77%	(19%) 40%		
27) Performance shares	(-0-) 13%	(-0-) 6%		
28) Stock purchasing plan	(18%) 29%	(18%) 31%		
29) ESOPS	(31%) 13%	(31%) 13%		
30) Profit sharing	(33%) 77%	(30%) 71%		
31) Deferred compensation	(9%) 32%	(8%) 29%		
32) Employment contracts	(4%) 6%	(3%) 2%		
33) Pension plan	(51%) 72%	(49%) 69%		
34) Supplemental retirement income	(6%) 13%	(6%) 6%		
35) Relocation bonus payments (non-salary) for relocated executives	(22%) 24%	(24%) 17%		
36) Merchandise discount plan	(61%) 86%	(57%) 86%		

*Often based on vesting schedule

FIELD MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Regional Manager	All Other Field Managers		
37) Merchandise discount plan above and beyond normal provisions	(6%) 18%	(6%) 8%		
38) Tuition reimbursement (some on case by case basis)	(41%) 73%	(37%) 73%		
39) Educational scholarships/grants for dependent children	(9%) 31%	(9%) 31%		
40) Company car - business travel	(57%) 74%	(40%) 52%		
41) Company car - personal use	(34%) 68%	(22%) 20%		
42) Reserved parking space	(10%) 29%	(10%) 11%		
43) First class air travel - business use (some allow over 3 hours)	(-0-) -0-	(-0-) -0-		
44) Spouse allowed to accompany executive on business trips	(2%) -0-	(2%) -0-		
45) Company credit cards for traveling executives	(28%) 40%	(24%) 31%		
46) Apartment or condominium reserved for executives traveling in major cities	(-0-) -0-	(-0-) -0-		
47) Executive dining facility	(-0-) 5%	(-0-) 2%		
48) Company phones in executive's home	(-0-) -0-	(-0-) -0-		

FIELD MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Top Regional Manager	All Other Field Managers		
49) Club membership fees	(-0-) -0-	(-0-) -0-		
50) Free use of company owned resort facilities	(3%) 2%	(-0-) 2%		
51) Company paid chauffeur - business travel	(-0-) -0-	(-0-) -0-		
52) Company aircraft - business travel	(14%) 31%	(12%) 11%		

SECTION FOUR

STORE MANAGEMENT

STORE MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Store Managers	Assistant Store Managers		
1) Company paid medical coverage for an executive (complete or partial)	(55%) 55%	(53%) 55%		
2) Company paid medical coverage for an executive and his or her family (complete or partial)	(38%) 33%	(27%) 29%		
3) Dental insurance	(22%) 52%	(21%) 49%		
4) Company paid dental insurance	(11%) 46%	(11%) 46%		
5) Medical or dental reimbursement with prescribed maximum limit	(24%) 41%	(18%) 38%		
6) Prescription drug plan	(33%) 77%	(33%) 73%		
7) Physical examinations at the company's expense	(5%) 25%	(-0-) 10%		
8) Optical plan	(9%) 25%	(9%) 25%		
9) Short-term disability/wage continuation	(68%) 90%	(65%) 88%		
10) Long Term disability insurance	(68%) 86%	(65%) 81%		
11) Company paid supplemental executive life insurance	(22%) 38%	(17%) 31%		
12) Executive common carrier accidental insurance	(37%) 58%	(36%) 50%		

STORE MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Store Managers	Assistant Store Managers		
*13) Company paid leave of absences - personal reasons	(12%) 18%	(12%) 18%		
14) Sabbaticals with pay	(2%) 2%	(-0-) 2%		
15) Bonus vacation pay, in addition to the normal salary	(3%) 2%	(3%) 2%		
16) Vacation pay in lieu of time off	(5%) 4%	(5%) 4%		
*17) Compensatory time/compensation for holidays worked	(32%) 38%	(30%) 35%		
*18) Compensatory time/compensation for Sundays worked	(13%) 18%	(13%) 15%		
19) Interest free loans	(2%) 12%	(-0-) 6%		
20) Low interest loans	(-0-) 12%	(-0-) 6%		
21) Executive personal fiduciary insurance	(-0-) 2%	(-0-) 2%		
22) Free financial counseling	(-0-) 4%	(-0-) 4%		
23) Free tax counseling	(-0-) 4%	(-0-) 4%		
24) Free legal counseling	(4%) 9%	(4%) 6%		

*Often not written policy

STORE MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT		Store Managers	Assistant Store Managers		
25) Assumption of liability for any financial loss from sale of a transferred executive's primary home		(19%) 9%	(12%) 6%		
26) Stock options		(9%) 33%	(4%) 9%		
27) Performance shares		(-0-) 12%	(-0-) 6%		
28) Stock purchasing plan		(20%) 31%	(12%) 31%		
29) ESOPS		(31%) 13%	(31%) 13%		
30) Profit sharing		(38%) 53%	(22%) 48%		
31) Deferred compensation		(4%) 24%	(-0-) 15%		
32) Employment contracts		(-0-) 4%	(-0-) 2%		
33) Pension plan		(51%) 72%	(38%) 70%		
34) Supplemental retirement income		(2%) 6%	(2%) 6%		
35) Relocation bonus payments (non-salary) for relocated executives		(12%) 29%	(2%) 27%		
36) Merchandise discount plan		(68%) 86%	(71%) 88%		

*Often based on vesting schedule

**Can be restricted to full time

STORE MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Store Managers	Assistant Store Managers		
37) Merchandise discount plan above and beyond normal provisions	(-0-) 2%	(-0-) 2%		
38) Tuition reimbursement (some on case by case basis)	(28%) 72%	(17%) 70%		
39) Educational scholarships/grants for dependent children	(5%) 31%	(2%) 31%		
40) Company car - business travel	(2%) 9%	(-0-) 6%		
41) Company car - personal use	(-0-) 2%	(-0-) -0-		
42) Reserved parking space	(5%) 9%	(2%) 4%		
43) First class air travel - business use (some allow over 3 hours)	(-0-) -0-	(-0-) -0-		
44) Spouse allowed to accompany executive on business trips	(1%) -0-	(-0-) -0-		
45) Company credit cards for traveling executives	(12%) 11%	(-0-) 2%		
46) Apartment or condominium reserved for executives traveling in major cities	(-0-) -0-	(-0-) -0-		
47) Executive dining facility	(-0-) 2%	(-0-) -0-		
48) Company phones in executive's home	(-0-) -0-	(-0-) -0-		

STORE MANAGEMENT

The percentages represent or indicate what portion/percent of those companies who replied offer the particular benefit.

PERQUISITE BENEFIT	Store Managers	Assistant Store Managers		
49) Club membership fees	(-0-) -0-	(-0-) -0-		
50) Free use of company owned resort facilities	(-0-) 2%	(-0-) 2%		
51) Company paid chauffeur - business travel	(-0-) -0-	(-0-) -0-		
52) Company aircraft - business travel	(7%) 5%	(7%) 5%		

SECTION FIVE

GENERAL INFORMATION SECTION

QUESTION I----EXECUTIVE VACATION POLICY *

Length of Time Required to Receive Vacation (1)

***One Week Vacation

53% of respondents

6 mos. to 1 yr.	1 yr.	2 yr.
(25%)	(27%)	(-0-)
18%	23%	-0-

***Two Weeks Vacation

100% of respondents

Less than 1 yr.	1 yr.	2 yrs.	3 yrs.	10 yrs.
(4%)	(57%)	(25%)	(2%)	(-0-)
6%	60%	22%	2%	-0-

***Three Weeks Vacation

92% of respondents

6 mos.	1 yr.	2 yrs.	3 yrs.	5 yrs.	7 yrs.
(-0-)	(4%)	(2%)	(-0-)	(45%)	(12%)
-0-	4%	8%	12%	60%	15%

8 yrs.	12 yrs.
(10%)	(2%)
-0-	-0-

***Four Weeks Vacation

82% of respondents

1 yr.	3 yrs.	5 yrs.	9 yrs.	10 yrs.	15 yrs.
(2%)	(-0-)	(2%)	(2%)	(18%)	(23%)
2%	2%	9%	2%	25%	30%

20 yrs.
(12%)
23%

***Five Weeks Vacation

33% of respondents

3 yrs.	15 yrs.	20 yrs.	25 yrs.
(2%)	(4%)	(10%)	(10%)
2%	18%	30%	21%

***Six Weeks Vacation

18% (14%) after various periods of time for various levels of management.

* Often senior executives start at 4-6 weeks. - usual 6-8 weeks after 10 years.
Some companies have no policy for senior executives.
Often separate schedule for store management.
Some vacation schedules based on salary.

(1) Categories may not add to 100% as not all respondents offer all categories.

QUESTION II---SUNDAY WORK COMPENSATION

****92% (86%) report NO Sunday Compensation

****8% (14%) report YES Sunday Compensation

QUESTION III----HOLIDAY WORK COMPENSATION

****83% (78%) report NO Holiday Compensation

****12% (22%) report YES Holiday Compensation

64% of the YES responses give compensation in the form of time off; 36% of the YES responses give compensation in the form of extra salary. One company offered a choice.

QUESTION IV----GAS MILEAGE REIMBURSEMENT POLICY

All companies, except one, paid mileage

Average reimbursement: 22.41 (20.30) cents per mile

QUESTION V----REIMBURSEMENT OF EXPENSES

34% of respondents indicated that all expenses are reimbursed upon presentation of demonstrated expenses; but that expenses were expected to be "reasonable" and "with discretion" based on the city visited.

16% of respondents indicated that there was "no expense limit" and that all expenses were reimbursed.

Of the remaining 50% of respondents, the numerical average for meals were as follows:

Breakfast: $ 9.35
Lunch: $13.46
Dinner: $33.05

31% of the respondents indicated that there was an additional allowance for major cities. (New York, Chicago, San Francisco, Los Angeles, and Washington, D.C. were listed)

A distinction was made for "Senior Level" executives by 67% of the respondents with those that made the distinction indicating that "all expenses" were reimbursed.

One other distinction made by many (43%) of the respondents dealt with attendance at conferences or conventions where the hotel and meal charges were revised to those which are "customary" at the site.

QUESTION VI----"CAFETERIA BENEFIT" PROGRAM

****52% (59%) report NO "Cafeteria Benefit" Program

****48% (41%) report YES "Cafeteria Benefit" Program - or seriously considering such a program.

QUESTION VII----POST RETIREMENT BENEFITS

****68% (82%) report NO Post Retirement Benefits

****32% (18%) report YES Post Retirement Benefits

1. Discounts on merchandise (lifetime)
2. Medical/health and dental benefits (sometimes 100%; usually 50%)
3. Life Insurance (usually 50%)
4. Profit sharing
5. Special "death" benefit if age 60 or over, plus 15 years of services; the payment is equal to 50% of the last year's earning up to $50,000, reducing to 40%, 30% 20% and permanently at 10% thereafter.
6. Lump sum payments
7. Financial counselling
8. Tax counselling
9. Family health coverage
10. Company functions (parties, publications)
11. Saving plans (401[K] or payroll deduction for IRA's)
12. Credit Union
13. Christmas gift ($25, $200)
14. Enrollment in AARP
15. Survivor Income Benefit
16. One week salary for every two years worked upon retirement
17. Free travel to selected place of residence in U.S. (including moving of household goods).
18. Pre-Retirement counselling (all levels)
19. Level 1 only: Office space; secretarial/service, business telephone

ADDITIONAL BENEFITS NOT COVERED BY SURVEY

1. Incentive plan (all levels) usually based on predetermined percent over plan
2. Physical fitness plan - co-contributor (all levels)
3. Management bonus plan (all levels)
4. Savings/stock plan (company matches 50% up to 5% of salary)
5. All medical/optical costs paid (CEO only)
6. Thrift plan (all levels)
7. Picnic
8. Christmas Party
9. Christmas Certificates
10. Shopping Days
11. Holiday Meal Certificates
12. Purchase of home or transferred employee (all levels)
13. 6 for 5 Vacation - 1 extra vacation day for every 5 if no more than 3 taken in a row (all levels)
14. Service Awards
15. Performance Bonus (all levels)
16. Personal Liability Insurance
17. Business Travel Accident Insurance